



# The Tower SCHOOL

## Health and Safety Policy

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Date of Policy	September 2021
Reviewed Date	September 2022
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*The Tower School is operated by Options Autism and is owned by Acorn Care and Education Ltd, a subsidiary company of Outcomes First Group (proprietary body). The Chairperson of the proprietary body is Richard Power (COO).*

*The Tower School has its own dedicated management team, under the leadership of Lauren Gibbs.*

*Oversight of school management is provided by the Regional Director for Options Autism, responsible to the Managing Director and Chief Operating Officer.*

*Key decisions are referred to the Outcomes First Group's Board of Directors,*

*In addition, the group extends its robust governance through local governing committees, a national education performance board and an independent Safeguarding and Quality Committee with three independent members.*

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## 1. School Health and Safety Policy Statement

The senior leadership team of this school is committed to ensuring the highest standards of care for their staff, pupils, visitors and others who work on behalf of the school.

We believe that an excellent school is by definition a safe school. Since we are committed to excellence, it follows that minimising the risks posed by our activities is inseparable from all our other objectives.

We plan to achieve our goals by developing, implementing and maintaining our school's health and safety management system.

### **Your senior leadership team is committed to:**

- The continual improvement of our health and safety performance
- Complying with all our legal and other regulatory requirements
- Contributing to the success of the Acorn Care and Education Strategic Health and Safety Management System

We will achieve our key objectives through:

- **Hazard identification, risk assessment and risk control** – ensuring that our current and future health and safety risks that impact on our school are managed effectively
- **Involvement of people** – ensuring the involvement of all staff in the success of the school is achieved and that people's knowledge and skills are developed to meet their own needs and the needs of Acorn Care and Education
- **Effective school leadership** – ensuring that all key activities are identified and managed
- **Supplier relationships** – ensuring that we manage the selection and performance of all our service providers.

This policy is communicated to all persons working on behalf of this school and is subject to regular review. A copy of our health and safety policy manual is available to interested parties on request.

## Section 2 – Management System Components

### 2.1 Key Roles

<b>1. Headteacher</b>	<b>Lauren Gibbs</b>
<b>2. Deputy Headteacher</b>	<b>Elesha Lee</b>
<b>3. School Senior Leadership Team</b>	<b>Natalie Aiken Ayden Hassane Ellen Leber</b>
<b>4. Site Manager</b>	<b>George Vassiliou</b>
<b>5. School Health and Safety Co-ordinator</b>	<b>Lauren Gibbs</b>
<b>6. Educational Visits Co-ordinator</b>	<b>Elesha Lee Natalie Aikin</b>
<b>7. Asbestos management duty holders</b>	<b>N/A</b>
<b>8. Members of the School Safety Committee</b>	<b>Lauren Gibbs , George Vassiliou, Aygul Sefi</b>
<b>9. Person with responsibility for accident and incident reporting</b>	<b>Lauren Gibbs</b>

### 2.2 Identifying, Assessing and Controlling Risk

We have developed a register of all the significant risks that are posed by our activities. All issues contained in this register are subject to our risk assessment process.

Findings from our risk assessments are introduced into our methods of working and these are subject to periodic checks both by the school senior leadership team, and by our employers.

### 2.3 Health and Safety Objectives and School Safety Plans

Each year our school's Senior Leadership Team develop health and safety objectives. These objectives enable us to continually improve our health and safety performance and take into account a number of issues including results of previous audits, near misses, our employer's plans and feedback from our employees and others.

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Our annual health and safety objectives are put into our school health and safety plan. This plan is approved by the school Senior Leadership Team and resources are provided so that our objectives can be achieved.

## **2.4 Internal and External Communication**

The school Senior Leadership Team ensure that relevant health and safety information is communicated to all employees and other interested parties. In addition to this we encourage all employees to report to us health and safety issues that could affect themselves and others.

The main ways of communicating health and safety issues in this school are through staff meetings, school safety committees, notice boards and through letters to other interested parties.

## **2.5 Health and Safety Training and Awareness**

It is the responsibility of the Headteacher to ensure that adequate resources are made available to ensure all employees are competent to perform the tasks required of them.

To this end, the school Senior Leadership Team have developed a training matrix and plan that is based around the Acorn Care and Education current approved training matrix. Training needs are addressed accordingly.

Records of all training are maintained.

## **2.6 Measuring Health and Safety Performance**

We have developed procedures to measure our health and safety performance through a combination of methods. Our main methods of measurement are:

- Informal, monitoring by all staff for any hazards and concerns
- Periodic monitoring by key staff using basic checklists
- Annual self audit carried out by our Senior Leadership Team
- Bi-annual school audit by Acorn Care and Education.

Our school Senior Leadership Team are responsible for addressing any areas of weakness and ensuring corrective actions are put in place.

## **2.7 Management of Sub-Contractors**

We recognise that the selection and use of sub-contractors in our school is an important issue for us. Within this category we also include service providers such as those who provide curricular support.

We will keep a current register of all our sub-contractors who work on our behalf. All our sub-contractors will be subject to periodic review.

This school also recognises the roles of the Acorn Care and Education in providing schools with approved subcontractors and service providers.

## **2.8 Accidents, Incidents, Near Misses and Safety Concerns**

We have procedures for the reporting and investigation of accidents, incidents and other health and safety concerns. The main purpose of this is to prevent any recurrence.

Accidents and incidents are reported to the school Senior Leadership Team. We also encourage all employees, pupils and visitors to report health and safety related concerns so that we can consider them in terms of accident prevention.

## **2.9 Reasonably Foreseeable Emergency Planning**

Through our risk assessment process, we have analysed the potential for any reasonably foreseeable emergency situations that pupils, visitors and employees could be faced with as part of their involvement with this school.

Using this information we have developed an emergency plan that describes our responses to them so that we can prevent and mitigate the likely illness and injury that could occur.

Our plan is subject to periodic drills to ensure our responses are effective; any weaknesses in our responses will be subject to corrective actions by the school senior leadership team.

## **2.10 Record Keeping, Data and Document Control**

We have identified the documentation and records that make up our school's health and safety management system. We ensure that we retain all our records and documents and make sure that obsolete documents are removed from use and stored.

## **2.11 Management Review**

During the summer term our school senior leadership team review our health and safety performance and develop new targets and plans that will enable the school to continue to ensure the health, safety and welfare of all who use our school.